

Campus Security Code of Conduct

Campus Security staff strive to consistently deliver an outstanding service to make everyone within the campus community feel as safe as possible. The following Code of Conduct is a statement of intent towards ensuring our staff act and behave in a way that upholds these core values.

Compliments, complaints and feedback regarding staff conduct may be submitted using the University Complaints and Feedback Procedure.

During the course of their employment, all staff directly employed in Campus Security, including any contract security staff working on their behalf, will as part of their general behaviour:

- Act lawfully and legally.
- Abide by their Contract of Employment and carry out their duties diligently.
- Report incidents promptly that breach the law, statutory requirement, University Regulations and Ordinances, policies etc.
- Abide by the responsibilities and behaviours expected by all employees, as stated within University policies or procedures. This specifically includes:
 - The Equality, Diversity and Inclusivity (EDI) policy
 - Dignity at Work Policy.
- Challenge any behaviours that breach the EDI or Dignity at Work Policy.
- Exhibit honesty and integrity in the performance of their duties.
- Display exemplary conduct at all times and be aware of the impact of any negative behaviour on the University's reputation.
- Set a positive example by being professional, courteous, helpful, caring and compassionate in all interactions with students, staff and visitors.
- Actively collaborate with others to create and maintain effective working relationships through an empathetic understanding of others' needs and expectations.
- Conduct duties as instructed by their managers to the best of their ability.
- Be professional, forthright, clear and unambiguous when having difficult conversations and managing challenging situations.
- Be observant, promptly reporting anything that is likely to cause harm or distress to people or cause property to be destroyed, damaged or stolen.
- Be proactive in reducing hazards to people and property.
- Work with internal partners agencies; stakeholders and partners such as Estates Dept., Director of Student Services, Student Support & Wellbeing, Colleges & Community Life, Student Conduct & Complaints, Safety & Health Environment Unit, University Nursing Services, Sexual Advice Responders, Hospitality & Accommodation etc. to endeavour to ensure the campus community is safe and reassured, and property is protected, at all times.
- Work with external agencies; stakeholders and partners such as the Police, Fire service, Ambulance service, Mental Health service, Highways etc. to endeavour to ensure the campus community is safe and reassured, and property is protected, at all times.
- Be friendly and approachable, upholding the core values of Campus Security, to reduce the fear of crime and create a safe environment for all.
- Wear issue uniform only and endeavour to always look smart, clean and professional to uphold the positive image of Campus Security and the University.
- Ensure University equipment, including personal, protective equipment, is maintained in good working order and fit for purpose avoiding negligent damage or loss.
- Identify themselves by call sign, including showing identity cards, if requested.

- Use Body Worn Video devices only during situations where an increased risk of harm to self or others is highly likely, complying with data protection law, following the guidelines contained within the ICO Codes of Practice and the University CCTV policy.

The remit of Campus Security to keep students, staff and visitors safe is extensive and the following operational situations documented points 1 to 8 below are not meant to be an exhaustive or exclusive list but set out specific expectation and actions which should be applied where appropriate to other situations or incidents. This is to ensure:

- Compliance with any statutory legislation e.g. Equality Act 2010, ECHR Prevent (CT & Security Act 2015), Health & Safety Act 1974, Covid-19 Guidance etc.
- The safety and wellbeing of students, staff and visitors.
- Prevent crime and Anti-Social Behaviour.
- Compliance with University Regulations, Ordinances, policies etc.
- To foster good relations with all students, staff and visitors.
- The good reputation of the University.
- To minimise any financial and/or insurance affect e.g. damage or disruption to University operations/life.
- An audit trail.
- To identify learning and best practice whilst minimising complaints.

The following points 2 to 9 are further replicated as Campus Security Procedure 34.

2. Requesting Student Identification

- 2.1. Access to University land and property is by licence only and can be revoked at any time. On occasions, it will therefore be a necessary for Campus Security staff to ask persons found on Campus for their identification to ensure they have a right to be on Campus, in a building, in a particular location, partaking in an activity etc.
- 2.2. Campus Security act on behalf of the University (in legal terms the property owner) and may exercise the right to request identification on their land or property. For students in accommodation, this is documented in KentOne Card/University ID Web link:
https://media.www.kent.ac.uk/se/13497/BT_130447_AccommodationHandbook2020-21_A5_NEW.pdf
- 2.3. Any request will be impartial, for a specific objective and based on facts. Campus Security will not consciously use a request in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with a request when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted.
- 2.4. If a Campus Security staff member decides that there is a genuine reason based upon information or facts and there is an immediate necessity to request identification, they will:

- 2.4.1. Identify themselves as being Campus Security and their call sign.
- 2.4.2. Give a reason and the objective for the request. In simple terms why and what it will achieve.
- 2.4.3. Formally request identity of the person(s).
- 2.4.4. Make an entry into PNB with any response(s).
- 2.4.5. Update incident record or have one created as an electronic record of the interaction.
- 2.4.6. Inform the person(s) that there will be a record made of the request for their identity on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the request for their identity via the University Data Protection Dept. dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.
- 2.4.7. Document ethnicity of person being requested per 6+1 Visual Assessment Ethnicity Code:
 - IC1: White – Northern European.
 - IC2: White - South European e.g. Spanish, Italian, Greek.
 - IC3: Black - Afro-Caribbean, African or any other Black background.
 - IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
 - IC5: Chinese, Japanese or other South East Asian.
 - IC6: Arabic or North African.
 - IC9: Unknown.

2.5. If the request for identification is declined, a decision will be made in conjunction with the Campus Security Duty Manager or Supervisor on the next course of action based upon the circumstances presented.

2.6. Consideration of the use of Body Worn Video will be in line with the existing Campus Security protocol.

3. Voluntary Search – Persons belongings.

3.1. Any search of a person's belongings will be a voluntary search and there is no duty for the student, staff member or visitor to agree unless as part of a specific Terms and Conditions as part of entry to an event or location e.g. External Speaker, licenced premises, Data vault or other sensitive location etc.

3.2. Any request will be impartial, for a specific objective and based on facts. Campus Security will not consciously use a request in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with a request when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted.

3.3. If a Campus Security staff member decides that there is a genuine reason based upon information or facts and there is an immediate necessity to request a search, they will:

- 3.3.1. Identify themselves as being Campus Security and their call sign.

- 3.3.2. Give a reason and the objective for the request. In simple terms why and what it will achieve.
- 3.3.3. Formally request the individual to allow a voluntary search.
- 3.3.4. Make an entry into PNB with any response, anything seized and the reasons for seizure.
- 3.3.5. Update incident record or have one created as an electronic record of the interaction including if anything seized and the reasons for seizure.
- 3.3.6. Inform the person that there will be a record made of the request for the voluntary search on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the request for the voluntary search via the University Data Protection Dept. dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.
- 3.3.7. Document ethnicity of person being requested per 6+1 Visual Assessment Ethnicity Code:
 - IC1: White – Northern European.
 - IC2: White - South European e.g. Spanish, Italian, Greek.
 - IC3: Black - Afro-Caribbean, African or any other Black background.
 - IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
 - IC5: Chinese, Japanese or other South East Asian.
 - IC6: Arabic or North African.
 - IC9: Unknown.

3.4. If the request for search is declined, a decision will be made in conjunction with the Campus Security Duty Manager or Supervisor on the next course of action based upon the circumstances presented.

3.5. Consideration of the use of Body Worn Video will be in line with the existing Campus Security protocol.

4. Voluntary Search – Persons Vehicle

4.1. Any search of a person’s vehicle will be a voluntary search and there is no duty for the student, staff member or visitor to agree unless as part of a specific Terms and Conditions as part of entry to an event or location.

4.2. Any request will be impartial, for a specific objective and based on facts. Campus Security will not consciously use a request in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with a request when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted.

4.3. If a Campus Security staff member decides that there is a genuine reason based upon information or facts and there is an immediate necessity to request a search, they will:

- 4.3.1. Identify themselves as being Campus Security and their call sign.

- 4.3.2. Give a reason and the objective for the request. In simple terms why and what it will achieve.
- 4.3.3. Formally request the individual to allow a voluntary search.
- 4.3.4. Make an entry into PNB with any response, anything seized and the reasons for seizure.
- 4.3.5. Update incident record or have one created as an electronic record of the interaction including anything seized and the reasons for seizure.
- 4.3.6. Inform the person that there will be a record made of the request for the voluntary search on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the request for the voluntary search via the University Data Protection Dept. dataprotection@kent.ac.uk . This will ensure an audit trail of any requests and of any disclosure.
- 4.3.7. Document ethnicity of person being requested per 6+1 Visual Assessment Ethnicity Code:
 - IC1: White – Northern European.
 - IC2: White - South European e.g. Spanish, Italian, Greek.
 - IC3: Black - Afro-Caribbean, African or any other Black background.
 - IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
 - IC5: Chinese, Japanese or other South East Asian.
 - IC6: Arabic or North African.
 - IC9: Unknown.

4.4. If the request for search is declined, a decision will be made in conjunction with the Campus Security Duty Manager or Supervisor on the next course of action based upon the circumstances presented.

4.5. Consideration of the use of Body Worn Video will be in line with the existing Campus Security protocol.

5. Planned Building/Room Entry.

5.1. Campus Security conduct high visibility patrolling in University buildings, other campus buildings “public areas” and the wider campus external areas as part of our security remit to keep students, staff and visitors safe. This security presence provides reassurance whilst acting as a deterrent to prevent crime and Anti-Social Behaviour.

5.2. Campus Security is also requested to conduct Special Attention Requests (SAR) by Student Support & Wellbeing, University Nursing Services (UNS), Colleges & Community Life Team, Student Conduct & Complaints and by Accommodation. These SAR can be in response to documented concerns about a student(s) welfare and wellbeing, student(s) behaviour contrary to University rules and regulations, breaches of accommodation rules etc.

5.3. Campus Security is cognisant that it becomes more intrusive and sensitive when we enter offices, accommodation areas or accommodation rooms – occupied or

unoccupied without a reason or authority documented. Campus Security must be in a position to justify our actions and/or the outcomes.

- 5.4. The Student Accommodation Agreement 2020 sets out the principles about Access and Search that applies in an” emergency, Health & Safety or where it is reasonably suspected the presence of unlawful or prohibited items or activity in accommodation” situations. This is expanded upon in Section 6 Access & Search- Terms & Conditions of the Accommodation Agreement:

https://media.www.kent.ac.uk/se/12326/Terms_and_Conditions_of_the_Accommodation_Agreements_2020_V3.pdf. Examples here can be smoking or lighting of candles in accommodation, using cooking items in bedrooms, interfering with fire safety equipment, using- controlling-manufacturing-supplying drugs etc.

For students in accommodation, there is further information documented in the Student Behaviour:

https://media.www.kent.ac.uk/se/13497/BT_130447_AccommodationHandbook2020-21_A5_NEW.pdf

- 5.5. If Campus Security receive a request to attend for a SAR, reports of an incident or a situation in a building or a room, small or large – simple or complex, or Campus Security are authorisation to search a room by Director of Student Services, Campus Security:

- 5.5.1. Will create an incident record to act as an audit trail of why we were there, authorisation and reasons plus to document outcomes.
- 5.5.2. If required to enter a communal area and there are persons present, will identify themselves as being Campus Security and their call sign.
- 5.5.3. If required to enter an occupied accommodation room or office, Campus Security will knock on the door to request the occupant to come to the door.
- 5.5.4. Will identify themselves as being Campus Security and their call sign.
- 5.5.5. Give a reason and the objective for the request. In simple terms why and what it will achieve unless to do so would be contrary to an instruction for the safety and wellbeing of the individual e.g. SSW have health, safety and welfare concerns and to alert the student would make matters or the situation worse.
- 5.5.6. Make an entry into PNB with any response.
- 5.5.7. Update incident record of the interaction.
- 5.5.8. Inform the person(s) that there will be a record made of the interaction on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the interaction via the University Data Protection Dept. dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.
- 5.5.9. Document ethnicity of person(s) present per 6+1 Visual Assessment Ethnicity Code:
 - IC1: White – Northern European.
 - IC2: White - South European e.g. Spanish, Italian, Greek.
 - IC3: Black - Afro-Caribbean, African or any other Black background.
 - IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
 - IC5: Chinese, Japanese or other South East Asian.

- IC6: Arabic or North African.
 - IC9: Unknown.
- 5.5.10. If there is no response to the knock on the door, verbal identification as being Campus Security and requests to open the door, plus the request requires verification of the student or staff members presence, behaviour, medical condition etc., a decision will be made in conjunction with the Campus Security Duty Manager or Supervisor on the next course of action.
- 5.5.11. Similarly, if the Campus Security officers in attendance have a genuinely held belief of an emergency situation a decision will be made in conjunction with the Campus Security Duty Manager or Supervisor on the next course of action.
- 5.5.12. If a decision is made to enter a room without a specific invitation or agreement e.g. no response to knocking or verbal requests, then Body Worn Video will be activated from the point of entry until final exit as a means to record what transpired and as an audit trail.
- 5.5.13. The incident record will be fully updated and the person/department requesting the activity updated of Campus Security findings, actions etc.

6. Unplanned Building/Room Entry

- 6.1. If there is not a notified incident but a Campus Security officer has a genuinely held belief that there is a matter that needs to be investigated and it necessitates that they enter accommodation including accommodation areas such as Parkwood houses, personal offices etc., the officer will contact the Control Room to create an incident record. This is to act as an audit trail of why they were there and to document any outcomes.
- 6.2. Any intervention will be impartial, for a specific objective and based on facts. Campus Security will not consciously use an intervention in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with an intervention when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted. The Campus Security Duty Manager or Supervisor will therefore ask further questions to authorise intervention or give other directions.
- 6.2.1. If a decision is ratified by Duty Manager or Supervisor to enter, Body Worn Video will be activated from the point of entry until final exit as a means to record what transpired and as an audit trail.
- 6.2.2. Upon entry, will identify themselves as being Campus Security and their call sign.
- 6.2.3. If there are person(s) present, give a reason and the objective for the entry. In simple terms why they are present and what it will achieve.
- 6.2.4. Make an entry into PNB with any response.
- 6.2.5. If there are person(s) present, inform the person(s) that there will be a record made of the interaction on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the intervention via the University Data Protection Dept.

dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.

6.2.6. Document ethnicity of any person(s) present per 6+1 Visual Assessment Ethnicity Code:

- IC1: White – Northern European.
- IC2: White - South European e.g. Spanish, Italian, Greek.
- IC3: Black - Afro-Caribbean, African or any other Black background.
- IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
- IC5: Chinese, Japanese or other South East Asian.
- IC6: Arabic or North African.
- IC9: Unknown.

6.2.7. Update incident record of the intervention.

7. Social Events

7.1. Social events on Campus covers a wide spectrum from those covered by the Purple Guide and organised officially by the University and its departments to local ad-hoc events organised by Student Union groups, Societies or individuals.

7.2. Campus Security will work with all University approved events and their Event Organisers to ensure a safe event that complies with any statutory or other guidance. This will include involvement in the planning and approval of the event, agreeing the style and tone of the event, lines of communication(s) and dialogue to create joint understanding and agreement, command structure (and protocols) to support incident management and any response, supporting the event and where appropriate any event or incident response and any post event review/debrief.

7.3. Where an event is not approved, is unsafe or is illegal, Campus Security will work with internal and external agencies, partners and stakeholders to ensure safety, mitigate the impacts, secure and preserve evidence for subsequent use.

7.4. In the event of an event falling within 7.3, Campus Security will create an incident record as a Single Source Document (SSD) for audit purposes and apply JESIP protocols including the Joint Decision Model as a means to make effective decisions to resolve the situation and return to normality.

7.5. Campus Security will therefore attend to:

- Ensure safety.
- Establish the facts.
- Secure and preserve evidence.
- Escalate as necessary internally and externally.

7.6. Campus Security intervention(s) will be impartial, for a specific objective and based on facts. Campus Security will not consciously use an intervention in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with an

intervention when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted. Examples are:

- Safety of individual(s) involved.
- Breaches of University rules, regulations terms, conditions etc.
- Criminal acts are being or attempted to be committed.
- Breaches of H&S, Fire Regulations, Covid-19 regulations etc. are being or attempted to be committed.

7.7. If intervention is authorised by the Duty Manager or Supervisor:

- 7.7.1. Campus Security Body Worn Video will be activated from the commencement of action until conclusion as a means to record what transpired and as an audit trail.
- 7.7.2. Upon entry/arrival, will identify themselves as being Campus Security and their call sign.
- 7.7.3. If there are person(s) present, give a reason and the objective for the request. In simple terms why and what it will achieve.
- 7.7.4. Make an entry into PNB with any response.
- 7.7.5. If there are person(s) present, inform the person(s) that there will be a record made of the interaction on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the intervention via the University Data Protection Dept. dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.
- 7.7.6. Document ethnicity of any person(s) present per 6+1 Visual Assessment Ethnicity Code:
 - IC1: White – Northern European.
 - IC2: White - South European e.g. Spanish, Italian, Greek.
 - IC3: Black - Afro-Caribbean, African or any other Black background.
 - IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
 - IC5: Chinese, Japanese or other South East Asian.
 - IC6: Arabic or North African.
 - IC9: Unknown.
- 7.7.7. Update incident record of any actions and outcomes during the intervention.
- 7.7.8. Ensure incident record is submitted to appropriate internal University department.

8. **Protest.**

8.1. The University has a tradition of supporting lawful and peaceful protest. The University is cognisant of its responsibilities and the statutory legislation surrounding protest including ECHR Articles 9 Freedom of Thought, Conscience and religion, 10 Freedom of Expression and 11 Freedom of Assembly and Association.

8.2. Campus Security must balance the rights of the individual to protest against other persons rights. “The starting point is always the importance of the right to freedom of expression and it must be recognised that legitimate protest can be offensive at least to some and Article 10 cannot simply protect those holding the majority view” CPS <https://www.cps.gov.uk/legal-guidance/public-protests>.

8.3. In the event of pre-planned or spontaneous protest, Campus Security will:

- 8.3.1. Create an incident record as a Single Source Document (SSD) for audit purposes and apply JESIP protocols including the Joint Decision Model as a means to make effective decisions.
- 8.3.2. Work collaboratively and in non-confrontational ways with protest organisers and those present during protests to ensure demonstrations are managed safely for everyone in the campus community.
- 8.3.3. Work with protesters to safely minimise negative impact on the wider campus community through dynamic risk assessments during protests.
- 8.3.4. Endeavour to ensure that the University can operate as normal and continue with its lawful business.
- 8.3.5. Manage security at protests by providing a safe environment where people are able to meet to speak and act freely, and allowing them to exercise their right to protest within the law.
- 8.3.6. Ensure everyone within the campus community is able to live, work and study according to their human rights and without feeling threatened or intimidated.
- 8.3.7. Ensure any intervention(s) will be impartial, for a specific objective and based on facts. Campus Security will not consciously use an intervention in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with an intervention when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted.

8.4. If there is a need for Campus Security to intervene:

- 8.4.1. Identify themselves as being Campus Security and their call sign.
- 8.4.2. Give a reason and the objective for the request. In simple terms why and what it will achieve.
- 8.4.3. Formally make the request.
- 8.4.4. Make an entry into PNB with any response.
- 8.4.5. Update incident record of the interaction.
- 8.4.6. Inform the person that there will be a record made of the request f on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the request for the voluntary search via the University Data Protection Dept. dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.
- 8.4.7. Use verbal and non-verbal conflict resolution techniques to ensure that physical intervention and reasonable force is only used as a last resort and in accordance with the law.

8.4.8. Document ethnicity of any person(s) present per 6+1 Visual Assessment
Ethnicity Code:

- IC1: White – Northern European.
- IC2: White - South European e.g. Spanish, Italian, Greek.
- IC3: Black - Afro-Caribbean, African or any other Black background.
- IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
- IC5: Chinese, Japanese or other South East Asian.
- IC6: Arabic or North African.
- IC9: Unknown.

It is accepted that it may not always be possible to conduct this assessment with specific numbers due to managing safety issues, confrontation (potential or actual), large numbers present, face coverings etc. therefore best attempt may suffice.

8.5. Where Police attendance is necessary, either due to increased risks of harm or where a crime has been committed, or is alleged to have been committed or attempted, Campus Security will communicate with the police and the protesters to minimise the potential risks and impact.

8.6. Campus Security and the University will agree a command protocol i.e. who owns what and when in the event of any Police involvement to minimise any misunderstandings over roles and responsibilities plus ensure effective lines of communication.

8.7. Conduct a review and debrief.

9. **Covid-19 situations**

9.1. The Covid-19 pandemic has necessitated a change to how all departments work within the University including Campus Security. The University has produced a Code of Conduct for Staff and Students with the guiding principles of respect and courtesy for each other being paramount when working within the new measures and expected behaviours.

9.2. Campus Security will seek to influence and negotiate any breaches of government guidance and remind students, staff, visitors, contractors etc. of the relevant guidance.

9.3. Campus Security intervention(s) will be impartial, for a specific objective and based on facts. Campus Security will not consciously use an intervention in an unfair or discriminatory way and will be mindful of the potential influence of unconscious (implicit) bias on their decision-making. People are more likely to be satisfied with an intervention when they believe there is a good and credible reason for the encounter and do not feel unfairly targeted.

9.4. If Campus Security are deployed to an incident following a complaint involving Covid-19 breaches, they will:

- 9.4.1. Created an electronic incident record.
 - 9.4.2. Identify themselves as being Campus Security and their call sign.
 - 9.4.3. Give a reason and the issue for attendance. In simple terms why and what it will achieve.
 - 9.4.4. Formally request the individual to desist from Covid-19 breach.
 - 9.4.5. Make an entry into PNB with any response.
 - 9.4.6. Inform the person that there will be a record made of the request on the Campus Security incident management system and they can apply for a redacted copy of the incident record containing the request via the University Data Protection Dept. dataprotection@kent.ac.uk. This will ensure an audit trail of any requests and of any disclosure.
 - 9.4.7. Document ethnicity of person being requested per 6+1 Visual Assessment Ethnicity Code:
 - IC1: White – Northern European.
 - IC2: White - South European e.g. Spanish, Italian, Greek.
 - IC3: Black - Afro-Caribbean, African or any other Black background.
 - IC4: Asian – Indian, Pakistani, Bangladeshi or any other Asian background.
 - IC5: Chinese, Japanese or other South East Asian.
 - IC6: Arabic or North African.
 - IC9: Unknown.
- 9.5. If the request is declined, a decision will be made in conjunction with the Campus Security Duty Manager or Supervisor on the next course of action based upon the circumstances presented.
- 9.6. Consideration of the use of Body Worn Video will be in line with the existing Campus Security protocol.